

## COMPENSATION SCALES

12 grade scale for all State associated Bureaus.

Scale will be a single pay figure based on or projected from the Embassy scale. The pay figure will be based on the total of base pay plus fringe benefits which is variously referred to in State plans as adjusted base pay, adjusted basic rates, gross. In any case where bonuses are included in the Embassy scale under gross compensation, they will be excluded from the Bureau pay scale and paid separately (i.e. bonuses are not a factor in premium pay and CSR base.)

Where Embassy scale does not include a grade 12, it will be added to the Bureau scale at a percentage rate comparable to the percentage rate increase of the existing Embassy scale. Addition of a grade 12 does not by itself make the scale non-conforming. COL for grade 12 will be granted at the same percentage rate given to the grade 11 on the Embassy scale. One grade to be added to Hong Kong, Asuncion, Vienna, Abidjan, Gulf, Bangkok; three grades to be added to Nicosia. Two scales in Swaziland to be combined into one 12 grade scale.

Non conforming scales required for Bangkok and Gulf Bureaus.

All other Post developed employee benefits and practices will be adopted. This covers premium pay, waiting periods, severance pay, retirement age, holidays, etc., necessary to ensure compliance with local law and custom. Bonuses are payable to all employees and should be included in compensation when determining placement of a transferred employee on the scale of the gaining Bureau.

*Nothing here does anything for Hong Kong Retention, Asuncion Ladies,  
OKINAWA 13*